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ABSTRACT

The Kearney State College (Nebraska) drug-free campus program description details standards of conduct for employees and students regarding alcohol and drugs as well as applicable legal sanctions under federal, state and local law with regard to possession and distribution. These statutes are described and identified by number and further illustrated in four charts which itemize: federal trafficking penalties, federal trafficking penalties for marijuana, and Nebraska State Law provisions for illicit drugs, and State law regarding anabolic steroids, marijuana and others. Descriptions of the health risks associated with the use of illicit drugs and the abuse of alcohol including a chart of the uses the effects of 29 drugs and drug categories are also provided. Available drug and alcohol counseling, treatment or rehabilitation programs are noted and possible disciplinary sanctions for violations are enumerated for students (including probation, relocation, eviction, and suspension) and employees (referral, participation in a rehabilitation program, disciplinary action up to possible termination of employment). (JB)

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KEARNEY STATE COLLEGE DRUG-FREE CAMPUS PROGRAM

December 1990

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Major objectives of the project are to:

- increase access to the information on programs, policies, and curricula developed by Network member institutions;
- encourage the use of the ERIC system by Network member institutions;
- improve the Network's ability to know about, and share information on activities at member institutions; and
- test a model for collaboration with ERIC that other national agencies might adopt.

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KEARNEY STATE COLLEGE
DRUG-FREE CAMPUS PROGRAM
December 1990

Kearney State College recognizes and affirms its responsibility and commitment to maintain a drug-free campus. In accordance with this responsibility, the College prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol on college property or as part of any college activity. The term "controlled substance" refers to a controlled substance as defined in Schedule I through V of Section 202 of the Controlled Substances Act 21 (U.S.C. ~ 812).

Drug-Free Campus Program Outline

A. The standards of conduct for employees and students regarding alcohol and drugs.

B. Description of applicable legal sanctions under Federal, State or Local law for unlawful possession or distribution of illicit drugs and alcohol.

C. Description of health risks associated with the use of illicit drugs and abuse of alcohol.

D. Description of available drug or alcohol counseling, treatment or rehabilitation or re-entry programs.

E. Disciplinary sanctions for employees and students regarding alcohol and drugs.

Biennially the College will review its Drug-Free Campus Program to determine its effectiveness and to ensure that the sanctions required for violations of the policy are consistently enforced.

For questions about the Drug-Free Campus policy, please call the Personnel Office at (308) 234-8522 or the Counseling Center, (308) 234-8248.

Kearney State College - Effective up to July 1, 1991

A. STANDARDS OF CONDUCT FOR EMPLOYEES AND STUDENTS REGARDING ALCOHOL AND DRUGS

The College prohibits the unlawful manufacture, distribution, consumption, dispensation, possession or use of controlled substances and/or alcohol on college property or as part of any college activity. These standards of conduct are in accord with State, Federal and Local laws. The term "controlled substance" refers to a controlled substance as defined in Schedule I through V of Section 202 of the Controlled Substances Act (21 U.S.C. ~ 812).

This Section (A) Will Become Effective July 1, 1991 - University of Nebraska at Kearney

A. STANDARDS OF CONDUCT FOR EMPLOYEES AND STUDENTS REGARDING ALCOHOL AND DRUGS

The illegal possession, use or distribution of drugs or alcohol by students and employees is a violation of University rules as well as State and Federal laws. The Board of Regents of the University of Nebraska has directed officers of the University to cooperate with State and Federal agencies in the prevention of drug abuse. See Board of Regents of the University of Nebraska Minutes, Vol., 29, p. 90-91 (September 12, 1967). In satisfaction of this mandate and in order to fulfill its obligations under the Drug Free Workplace Act of 1988, 41 U.S.C. ~ 701 and the Drug Free Schools and Communities Act of 1989, 20 U.S.C. ~ 1145g, the University has formulated standards of conduct for both its employees and its students which prohibit the following acts:

(1) use, possession, manufacture, distribution or sale of illegal drugs or drug paraphernalia on University premises or while on University business or at University activities, or in University supplied vehicles either during or after working hours;

(2) unauthorized use or possession or manufacture, distribution, or sale of a controlled substance as defined by the Federal Controlled Substances Act, 21 U.S.C. —801 et seq. or Nebraska Drug Control Laws, Neb. Rev. Stat. — 28-401 et seq., on University premises, or while engaged on University business or attending University activities, in University supplied vehicles, either during or after working hours;

(3) unauthorized use, manufacture, distribution, possession or sale of alcohol on University premises or while on University business or at University activities, in University supplied vehicles either during or after working hours;

(4) storing in a locker, desk, vehicle, or other place on University owned or occupied premises, any unauthorized controlled substances, drug paraphernalia or alcohol;

(5) use of alcohol off University premises that adversely affects an employee's or student's work or academic performance, or an employee's or student's or the safety of others;

(6) possession, use, manufacture, distribution or sale of illegal drugs off University premises that adversely affects the employee's work performance or the student's academic performance, or an employee's or student's safety or the safety of others;

(7) violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution or sale of alcohol, controlled substances or drug paraphernalia;

(8) in the case of employees -- failure to notify an employee's supervisor of an employee's arrest or conviction under any criminal drug statute as a result of a violation of law which occurs at the University of Nebraska workplace.

B. FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF CONTROLLED SUBSTANCES

21 U.S.C. ~ 844(a)
1st Conviction: Up to 1 year imprisonment and fine of at least $1,000 but not more than $100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fine of at least $2,500 but not more than $250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fine of at least $5,000 but not more than $250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory minimum 5 years in prison, maximum 20 years and fine up to $250,000, or both, if:

(a) 1st conviction and the amount of crack possessed exceeds 5 grams.

(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.

(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. ~ 853(a) (2) and 881(a) (7)
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack.)

21 U.S.C. ~ 881 (a) (4)
Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. ~ 844a
Civil fine of up to $10,000 (pending adoption of final regulations).

21 U.S.C. ~ 853a
Denial of Federal benefits, such as student loans, grants, contracts and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. ~ 922 (g)
Ineligible to receive or purchase a firearm.

Miscellaneous
Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

The two charts on the following page were taken from United States Department of Justice, Drug Enforcement Administration, Drugs of Abuse (1989 edition) p. 9. These charts summarize the penalties under federal law for possession or distribution of various types of drugs.

STATE PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF CONTROLLED SUBSTANCES

The framework for the regulation of most drugs, also called controlled substances, is set out in the Uniform Controlled Substances Act. In addition, there are other Nebraska State laws which establish penalties for various drug related offenses which are summarized below. Charts 3 and 4 contain a summary of sanctions under Nebraska law for possession or distribution of various drugs.

TAX PROVISIONS:

Anyone who possesses or sells the following amounts of controlled substances must pay the appropriate taxes to the Nebraska Department of Revenue and have the stamps attached to the controlled substances:

Six or more ounces of marijuana is taxed at $100 for each ounce or portion of an ounce.

Seven or more grams of any controlled substance which is sold by weight (i.e., cocaine, crack, methamphetamine, etc.) is taxed at $150 for each gram or portion of a gram.

Ten or more dosage units of any controlled substance which is not sold by weight (i.e., LSD, quaaludes, methamphetamine in tablets, PCP, etc.) is taxed at $500 for each 50 dosage units or portion thereof.

Failure to have the proper tax stamps attached to the controlled substance carries a criminal penalty of up to five years imprisonment or a $10,000 fine or both. A penalty equal to 100% of the unpaid tax will also be assessed and both the tax and the penalty may become a lien upon the property owned by the person against whom the tax is assessed. Neb. Rev. Stat. — 77-4301 through 77-4316 (Reissue 1990).

PROPERTY FORFEITURE:

Property used to manufacture, sell or deliver controlled substances can be seized and forfeited to the State. Property subject to forfeiture may include cash, cars, boats, airplanes and houses or farms. Neb. Rev. Stat. ~ 28-431 (Reissue 1989).

BEING UNDER THE INFLUENCE OF ANY CONTROLLED SUBSTANCE FOR UNAUTHORIZED PURPOSE:

It is a violation of Nebraska law to be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings. Neb. Rev. Stat. ~ 28-417(1) (g) (Reissue 1989).

DRUG PARAPHERNALIA OFFENSES:

It is a violation of Nebraska law to use, or to possess with intent to use, drug paraphernalia to manufacture, inject, ingest, inhale or otherwise introduce into the human body a controlled substance. Neb. Rev. Stat. ~ 28-441(1) (Reissue 1989). "Drug paraphernalia" is defined to include such things as hypodermic syringes, needles, pipes and bongs and other items used, intended for use or designed for use with controlled substances. Neb. Rev. Stat. ~ 28-439 (Reissue 1989). It is unlawful to deliver or manufacture drug paraphernalia. Neb. Rev. Stat. ~ 28-442 (Reissue 1989). It is a violation of Nebraska law for a person 18 years of age or older to deliver drug paraphernalia to a person under the age of 18 who is at least 3 years his or her junior. Neb. Rev. Stat. ~ 28-443 (Reissue 1989).

A violation of Neb. Rev. Stat. ~ 28-441 is punishable by a fine of not more than $100 for first offense, not less than $100 and not more than $300 for second offense, and not less than $200 and not more than $500 on third or subsequent conviction. The penalty for violation of Neb. Rev. Stat. ~ 28-442 is not more than six months imprisonment or $1,000 fine or both. The penalty for violation of Neb. Rev. Stat. ~ 28-443 is imprisonment for not more than one year of $1,000 fine or both.

Federal Trafficking Penalties

As of November 18, 1988

CSA	PENALTY		Quantity	DRUG	Quantity	PENALTY	
	2nd Offense	1st Offense				1st Offense	2nd Offense
I and II	Not less than 10 years. Not more than life. If death or serious injury, not less than life. Fine of not more than $4 million individual, $10 million other than individual.	Not less than 5 years. Not more than 40 years. If death or serious injury, not less than 20 years. Not more than life. Fine of not more than $2 million individual, $5 million other than individual.	10-99 gm or 100-999 gm mixture	METHAMPHETAMINE	100 gm or more or 1 kg[1] or more mixture	Not less than 10 years. Not more than life. If death or serious injury, not less than 20 years. Not more than life. Fine of not more than $4 million individual, $10 million other than individual.	Not less than 20 years. Not more than life. If death or serious injury, not less than life. Fine of not more than $8 million individual, $20 million other than individual.
			100-999 gm mixture	HEROIN	1 kg or more mixture		
			500-4,999 gm mixture	COCAINE	5 kg or more mixture		
			5-49 gm mixture	COCAINE BASE	50 gm or more mixture		
			10-99 gm or 100-999 gm mixture	PCP	100 gm or more or 1 kg or more mixture		
			1-10 gm mixture	LSD	10 gm or more mixture		
			40-399 gm mixture	FENTANYL	400 gm or more mixture		
			10-99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture		

	Drug	Quantity	First Offense	Second Offense
	Others[2]	Any	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine $1 million individual, $5 million not individual.	Not more than 30 years. If death or serious injury, life. Fine $2 million individual, $10 million not individual.
III	All	Any	Not more than 5 years. Fine not more than $250,000 individual, $1 million not individual.	Not more than 10 years. Fine not more than $500,000 individual, $2 million not individual.
IV	All	Any	Not more than 3 years. Fine not more than $250,000 individual, $1 million not individual.	Not more than 6 years. Fine not more than $500,000 individual, $2 million not individual.
V	All	Any	Not more than 1 year. Fine not more than $100,000 individual, $250,000 not individual.	Not more than 2 years. Fine not more than $200,000 individual, $500,000 not individual.

[1]Law as originally enacted states 100 gm. Congress requested to make technical correction to 1 kg. [2]Does not include marijuana, hashish, or hash oil. (See separate chart.)

Federal Trafficking Penalties - Marijuana

As of November 18, 1988

Quantity	Description	First Offense	Second Offense
1,000 kg or more; or 1,000 or more plants	**Marijuana** Mixture containing detectable quantity*	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than $4 million individual, $10 million other than individual.	Not less than 20 years, not more than life. If death or serious injury, not less than life. Fine not more than $8 million individual, $20 million other than individual.
100 kg to 1,000 kg; or 100-999 plants	**Marijuana** Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than $2 million individual, $5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, not less than life. Fine not more than $4 million individual, $10 million other than individual.
50 to 100 kg	**Marijuana**	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine $1 million individual, $5 million other than individual.	Not more than 30 years. If death or serious injury, life. Fine $2 million individual, $10 million other than individual.
10 to 100 kg	**Hashish**		
1 to 100 kg	**Hashish Oil**		
50-99 plants	**Marijuana**		
Less than 50 kg	**Marijuana**	Not more than 5 years. Fine not more than $250,000, $1 million other than individual.	Not more than 10 years. Fine $500,000 individual, $2 million other than individual
Less than 10 kg	**Hashish**		
Less than 1 kg	**Hashish Oil**		

*Includes Hashish and Hashish Oil

(Marijuana is a Schedule I Controlled Substance)

SUMMARY CHART 3
SANCTIONS UNDER NEBRASKA LAW FOR
UNLAWFUL POSSESSION OR DISTRIBUTION OF ILLICIT DRUGS

DRUG	QUANTITY	PENALTY FOR "SIMPLE" POSSESSION	PENALTY FOR MANUFACTURE, DISTRIBUTION, DELIVERY, DISPENSATION, POSSESSION WITH INTENT TO MANUFACTURE, DISTRIBUTE, DELIVER OR DISPENSE
Methamphetamine "Speed"	any detectable amount (a.d.a)	NMT[1] 5 YRS or $10,000 fine or both	NLT[2] 1 YR - NMT 20 YRS or $25,000 fine or both
Heroin	a.d.a	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 50 YRS
Cocaine	a.d.a.-LT[3] 1 oz.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 50 YRS
	1 oz.-LT 7 oz.		NLT 3 YRS - NMT 50 YRS
	7 oz. or more		NLT 5 YRS - NMT 50 YRS
Cocaine Base "Crack"	a.d.a.-10 grams	NMT 5 YRS or $10,000 fine or both	NLT 1 YRS - NMT 50 YRS
	10 gr.[4]-LT 28 gr.		NLT 3 YRS - 50 YRS
	28 gr. or more		NLT 5 YRS - NMT 50 YRS
Phencyclidine "PCP, angel dust"	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 50 YRS
Lysergic Acid Diethylamide "LSD"	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
Fentanyl "China White"	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
"Exceptionally Hazardous Drugs": Narcotics such as Opium, Thiophene Analog of Phencyclidine, Amobarbital, Secobarbital or Pentobarbital	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 50 YRS
Schedule I, II, or III drugs not classified as exceptionally hazardous such as Mescaline or Psilocybin	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
Any controlled substance classified in Schedule IV or V such as Pentazocine, brand name "Talwin", or Buprenorphine		NMT 5 YRS or $10,000 fine or both	NMT 5 YRS or $10,000 fine or both

1. Not More Than.

2. Not Less Than.

3. Less Than.

4. Grams.

SUMMARY CHART 4
SANCTIONS UNDER NEBRASKA LAW FOR UNLAWFUL POSSESSION OR DISTRIBUTION OF ANABOLIC STEROIDS MARIJUANA, HASHISH OR OTHER SUBSTANCES CONTAINING TETRAHYDROCANNABINOLS

DRUG	QUANTITY	PENALTY FOR "SIMPLE" POSSESSION	PENALTY FOR MANUFACTURE, DISTRIBUTION, DELIVERY, DISPENSATION, POSSESSION WITH INTENT TO MANUFACTURE, DISTRIBUTE, DELIVER OR DISPENSE
Anabolic Steroids	Over 250 tablets or eight 2 cubic centimeter bottles	1st offense for persons 18 years of age or older NMT 1 YR or $1,000 fine or both; 2nd offense for persons 18 years of age or older NMT 5 YRS or $10,000 fine or both; 1st offense for persons under 18 years of age NMT 3 months or $500 fine or both; 2nd offense for persons under 18 years of age NMT 1 YR or $1,000 fine or both	1st offense for persons 18 years of age or older NMT 1 YR or $1,000 fine or both, any person, paid or unpaid, employed by a state agency, political subdivision, or educational institution, who knowingly allows a subordinate employee or a student attending such employee's employing institution to possess, dispense, deliver, administer or use an anabolic steroid shall dismissed from employment and shall not be an employee of the dismissing entity or any other state agency, political subdivision, or educational institution for a period of one year after dismissal; 2nd offense for persons 18 years of age or older NMT 5 YRS or $10,000 fine or both, second or subsequent conviction results in dismissal from employment and employee is barred from subsequent employment by dismissing entity or any other state agency, political subdivision, or educational institution; 1st offense for persons under 18 years of age NMT 3 months or $500 fine or both; 2nd offense for persons under 18 years of age NMT 1 YR or $1,000 fine or both
Hashish[1]	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
Concentrated Cannabis[1]	a.d.a.	NMT 5 YRS or $10,000 fine or both	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
Marijuana	a.d.a. to 1 oz.	1st offense - $100 fine and possible assignment to controlled substances course	NLT 1 YR - NMT 20 YRS or $25,000 fine or both
		2nd offense - NMT 5 days and $200	
		3rd and subsequent offenses - NMT 7 days and $300	
	MT 1 oz. - LT 1 lb.	NMT 7 days or $500 or both	
	MT 1 lb.	NMT 5 YRS or $10,000 or both	

1. "Hashish or concentrated cannabis shall mean: (a) The separated resin, whether crude or purified, obtained from a plant of the genus cannabis; or (b) any material, preparation, mixture, compound, or other substance which contains ten percent or more by weight of tetrahydrocannabinols." Neb. Rev. Stat. § 28-401(34) (Reissue 1989)

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IMITATION CONTROLLED SUBSTANCES:

It is a violation of Nebraska law to knowingly, intentionally manufacture, distribute, deliver or possess with intent to distribute or deliver an imitation controlled substance. "Imitation controlled substance" is a substance which is not a controlled substance but which is represented to be an illicit controlled substance. Neb. Rev. Stat. ~ 28-445 (Reissue 1989). First offense violations of this law are punishable by three months imprisonment or $500 fine or both. A second offense violation of this statute is punishable by not more than six months imprisonment, or $1,000 fine, or both.

SELECTED NEBRASKA ALCOHOL OFFENSES

MINOR IN POSSESSION:

It is against the law for a person under the age of 21 years to possess alcohol. Neb. Rev. Stat. ~ 53-108.02 (Reissue 1988). Violation of this law is punishable by 3 months imprisonment, or $500 fine, or both. As part of sentencing a judge may order an offender to become part of a public work detail under the supervision of the County Sheriff for not more than 10 days in lieu of the above penalties.

PROCURING ALCOHOL:

It is a violation of Nebraska law to sell, give away, dispose of, exchange, or deliver, or permit the sale, gift or procuring of any alcoholic liquors to or for any minor or to any person who is mentally incompetent. Neb. Rev. Stat. ~ 53-180 (Reissue 1988). Violation of this law is punishable by not more than 1 year imprisonment, or $1,000 fine, or both.

CONSUMPTION ON PUBLIC PROPERTY:

It is a violation of Nebraska law for any person to consume alcoholic liquors in the public streets, alleys, parking areas, roads or highways, or inside vehicles while upon the public streets, alleys, parking areas, roads or highways; or upon property owned by the state or any governmental subdivision thereof, unless authorized by the governing bodies having jurisdiction over such properties. Neb. Rev. Stat. ~ 53-186 (Reissue 1988). A violation of this statute is punishable on the first offense by a minimum fine of $100, or a maximum fine of $500. A second offense is punishable by 6 months imprisonment, or $1,000 fine, or both.

DRIVING WHILE INTOXICATED:

Driving while under the influence of intoxicating liquors or drugs is a violation of Nebraska law. Neb. Rev. Stat. ~ 39-669.07(1) (Reissue 1988). Violation of this law is punishable on first offense by not more than 30 days, not less than 7 days imprisonment and not more than $500 fine but not less than $200 fine. In addition, an offender's drivers license is revoked for 6 months and the offender is ordered not to drive any motor vehicle for any purpose for a like period. Suspended sentence of probation includes mandatory requirement that probation or suspension be conditioned on order that offender will not drive any motor vehicle for any purpose for sixty days.

Penalties for second offense result in a mandatory thirty days imprisonment and $500 fine. As part of the judgment of conviction the offender is ordered not to drive any motor vehicle for any purpose for a period of one year and the offender's operator's license is revoked for a like period. If an offender is placed on probation or the sentence is suspended, one of the mandatory conditions of probation or sentence suspension is that the offender must be ordered not to drive any motor vehicle in the state for any purpose for a period of six months, and the probation order shall include as one of its conditions confinement in the city or county jail for forty-eight hours.

Third or subsequent convictions result in not more than six months imprisonment, not less than three months imprisonment and a mandatory $500 fine regardless of the length of confinement imposed. Offenders in this class may not drive any motor vehicle in the state for any purpose for a period of fifteen years and their operator's license is revoked for a like period. Probation or suspension of sentence for this offense must be conditioned so that the offender is ordered not to drive any motor vehicle in the state for any purpose for a period of one year and probation must be conditioned on an offender's confinement in the city or county jail for seven days.

Local laws may also make it a crime to operate a motor vehicle under the influence of alcohol or to commit certain acts involving the consumption or possession of alcohol, e.g. "open container" laws.

C. DESCRIPTION OF HEALTH RISKS ASSOCIATED WITH USE OF ILLICIT DRUGS AND ABUSE OF ALCOHOL

The last chart is taken from United States Department of Justice Drug Enforcement Administration, Drugs of Abuse (1989 edition), pp. 30-31. The chart contains a description of health risks associated with various drugs covered by the Federal Controlled Substances Act. The summary of health risks associated with alcohol is taken from United States Department of Education What Works: Schools Without Drugs (1989 edition), p. 62.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

D. DESCRIPTION OF ANY DRUG OR ALCOHOL COUNSELING, TREATMENT OR REHABILITATION OR RE-ENTRY PROGRAMS THAT ARE AVAILABLE TO EMPLOYEES OR STUDENTS

STUDENTS

The Counseling Center, located in the Student Affairs Building Room 144, offers a variety of alcohol and other drug abuse prevention and education services for students including individual counseling, support groups, referral services, alcohol evaluation and alcohol education classes. The phone number is 234-8248.

Controlled Substances - *Uses & Effects*

DRUGS CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE Physical	DEPENDENCE Psychological	TOLERANCE	DURATION (HOURS)	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
NARCOTICS										
Opium II III V	Dover's Powder, Paregoric Dolophine, MS-Contin,	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral Injected	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine II III	Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected			
Codeine II III V	Tylenol w/Codeine, Empirin w/Codeine Robitussin A-C, Robinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected			
Heroin I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked			
Hydromorphone II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected			
Meperidine (Pethidine) II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected			
Methadone II	Methadone, Dolophine, Methadone	Analgesic	High	High-Low	Yes	12-24	Oral, injected			
Other Narcotics I II III IV V	Numorphan, Percodan, Percocet, Tylox, Talwin, Fentanyl, Darvon, Lorcet, Talwin	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected			
DEPRESSANTS										
Chloral Hydrate IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Barbiturates II III IV	Amytal, Butisol, Fiorinal, Luminal, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent	High-Mod.	High-Mod.	Yes	1-16	Oral			
Benzodiazepines IV	Ativan, Dalmane, Diazepam, Librium, Valium, Tranxene, Verstran, Versed, Halcion, Paxipam, Restoril	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral			
Methaqualone I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral			
Glutethimide III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral			
Other Depressants III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral			
STIMULANTS										
Cocaine' II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2	Oral, snorted, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamines II	Biphetamine, Dexedrine, Desoxyn, Dexedrine, Obetrol	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected			
Phenmetrazine II	Preludin	Weight control	Possible	High	Yes	2-4	Oral, injected			
Methylphenidate II	Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected			
Other Stimulants III IV	Adipex, Cylert, Didrex, Ionamin, Melfiat, Plegine, Sanorex, Tenuate, Tepanil, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected			
HALLUCINOGENS										
LSD I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible death	Withdrawal syndrome not reported
Mescaline and Peyote I	Mescal Buttons, Cactus	None	None	Unknown	Yes	8-12	Oral			
Amphetamine Variants I	2,5-DMA, PMA, STP, DOA, MDMA, TMA, DOM, DOB	None	Unknown	Unknown	Yes	Variable	Oral, injected			
Phencyclidine II	PCP, Angel Dust, Hog	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Phencyclidine Analogues I	PCE, PCPy, TCP	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Other Hallucinogens I	Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unknown	Possible	Variable	Oral, injected, sniffed			
CANNABIS										
Marijuana I	Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, and decreased appetite occasionally reported
Tetrahydrocannabinol I II	THC, Marinol	Cancer chemotherapy antinauseant	Unknown	Moderate	Yes	2-4	Oral, injected			
Hashish I	Hash	None	Unknown	Moderate	Yes	2-4	Oral, smoked			
Hashish Oil I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Oral, smoked, oral			

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FACULTY/STAFF

Employees seeking confidential assistance and information on drug and alcohol services may contact the Counseling Center located in the Student Affairs Building, Room 144. Screening and referral services are offered for drug and alcohol counseling treatment and rehabilitation. The phone number is 234-8248. The Personnel Office (234-8522), Founders Hall, Room 1200, can provide education and training to supervisors on how to intervene with a troubled employee.

Kearney State College - Effective up to July 1, 1991
E. DISCIPLINARY SANCTIONS FOR EMPLOYEES REGARDING ALCOHOL AND DRUGS

In the event a faculty or staff member violates this policy or is convicted for the unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol on college property or as part of any college activity, appropriate action will be taken by the College, as follows:

For administrators, staff, and faculty not included in the SCEA bargaining unit, one or more of the following actions may be taken:

(a) Referral to a proper resource for evaluation and assessment to determine the appropriate treatment for rehabilitation;

(b) Participation in a drug rehabilitation program;

(c) Disciplinary action, up to and including termination of employment and referral for prosecution.

For faculty included in the SCEA bargaining unit, conviction for such offenses may be considered adequate cause for disciplinary process provided in Article XI of the Collective Bargaining Agreement. Violation of this policy may also be considered adequate cause for imposition of the disciplinary process and referral for prosecution.

As required by the Drug-Free Workplace Act of 1988, faculty and staff involved in the performance of Federal contracts or grants must notify their supervisor within five days if they are convicted of any criminal drug statute as a result of a violation of the law which occurs at the workplace. The term "conviction" means a finding of guilt (including a plea of nolo contedre) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of the Federal or State criminal drug statutes. The supervisor will immediately notify the Vice President for Academic Affairs/Provost Office when faculty are affected or the Personnel Office when staff are affected. The college, in turn, will notify the applicable granting or contracting agency or agencies of the conviction within ten days after receiving notice of an employee's criminal drug statute conviction.

Kearney State College - Effective up to July 1, 1991
E. DISCIPLINARY SANCTIONS FOR STUDENTS REGARDING ALCOHOL AND DRUGS

The purpose of a sanction, in addition to protecting others, is primarily to educate an individual by increasing his/her awareness of the consequences of conduct violations and the importance of responsibility to the College community for one's actions. This will ordinarily be the guiding force behind imposition of sanctions. In some instances, however, the community's need to properly function outweighs the College's ability to so educate an individual. In such a case, for the benefit of both the student and Kearney State College, suspension from the residence halls and /or College may result.

In the event a student violates this policy or is convicted for the unlawful manufacture, distribution, possession for sale of drugs and/or the possession and/or consumption of alcoholic beverages on state property or as part of any college activity, appropriate action will be taken by the College as follows:

A. **Admonition:** An oral or written statement to a student or group that he/she is violating or has violated institution rules.

B. **Restitution:** Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation.

C. **Educational Sanction:** In accordance with the goal of education and assisting students with conduct problems, other disciplinary plans may be imposed as may be appropriate to the individual circumstances. These may involve work or research projects, recommendation of counseling options or fines up to $50.00

D. **Probation:** A written reprimand for violation of specified regulations, including the possibility of more severe disciplinary sanctions in the event of finding a violation of any institutional regulation within a subsequent stated period of time not to exceed one calendar year.

E. **Relocation:** Re-assignment of a student from a particular on-campus living space to another.

F. **Restriction of Entry:** Removal of the privilege of entering or visiting some or all residence halls.

G. **Eviction:** Termination of the privilege of a student to living space on campus. Upon eviction, the College will terminate its contract with the student for residence hall space and reimburse, according to college policy on room refunds, the appropriate portion of monies which the student has paid to the College for living space for the balance of the academic year. Termination of a student's right to tenancy is not considered a denial of the individual's right to an education.

H. **Suspension:** A recommendation may be made to the President for the suspension of a student from Kearney State College.*

* The Board of Trustees of the Nebraska State Colleges requires that the Board Office and the other three State Colleges (Chadron, Peru and Wayne) be notified when a student is suspended or dismissed. The student may be admitted to the other State Colleges only under the same conditions as he/she would be eligible for re-admission to the institution where the violation occurred.

This Section (E) Will Become Effective July 1, 1991 - University of Nebraska at Kearney

E. DISCIPLINARY SANCTIONS FOR EMPLOYEES AND STUDENTS REGARDING ALCOHOL AND DRUGS

Violations of the Student Code of Conduct may result in the imposition of sanctions up to and including expulsion from this institution and referral for prosecution by the proper authorities under Local, State and/or Federal law. Violation of the Employee Standards of Conduct may result in the imposition of sanctions up to and including termination of the employee's employment and referral for prosecution by the proper authorities under Local, State and/or Federal law.

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Kearney
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